

# LA-WSS 402-870-01 ERGONOMICS

Los Alamos National Laboratory

## Los Alamos Work Smart Standard

Issue Date: 12/15/1998

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### (a) Standard

Work-related musculoskeletal (WMSD) disorders shall be mitigated or controlled by anticipating, recognizing, evaluating, and controlling employee exposure to ergonomic risk factors or hazards.

#### (a)(1) Employer

(a)(1)(i) The employer shall implement an ergonomics program such that ergonomic risk factors or hazards in the workplace are anticipated, identified, evaluated, and mitigated or controlled.

#### (a)(2) Employees, Guests and Subcontractors

(a)(2)(i) Employees, Guests and Subcontractors shall demonstrate safe behaviors by using recommended controls and proper equipment, and by following work practices and procedures, and other administrative control measures. (For the purpose of this standard, the term *employee(s)* shall include guests and subcontractors)

### (b) Specific Requirements

#### (b)(1) Hazard Identification and Evaluation

(b)(1)(i) The employer must screen workers to identify and evaluate ergonomic risk factors or hazards. The objective shall be to identify at-risk employees, which shall include an employee or groups of employees who by virtue of their workplace and/or job task and work practices are exposed to ergonomic risk factors or hazards.

(b)(1)(ii) Ergonomic exposure shall include the conditions of the workplace, or the factors associated with job tasks and work procedures that stress the musculoskeletal system.

#### (b)(2) Controls

(b)(2)(i) Exposure to ergonomic risk factors or hazards that are known to cause work-related WMSD, shall be mitigated or controlled.

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**(b)(2)(ii)** Measures to control or mitigate ergonomic risk factors or hazards shall be selected from the following hierarchy of options:

- Engineering controls (i.e., workplace and tool design and redesign).
- Administrative controls (i.e., job rotation, work practices and procedures, work breaks, work conditioning, or training) or
- Personal protective equipment.

### **(b)(3) Employee Training.**

**(b)(3)(i)** At-risk employees shall be informed of the following:

- Ergonomic risk factors and hazards;
- Signs and symptoms of work-related WMSD;
- Risk factor and hazard control measures;
- The person to whom the employee shall report risk factors and WMSD; and
- Their responsibilities to utilize controls and safe work habits.

### **(b)(4) Medical Management.**

**(b)(4)(i)** The employer shall implement and support a medical management program to lower injury/illness and severity rates through early medical intervention.

**(b)(4)(ii)** Injury/illness shall include cumulative trauma disorders (CTD), ergonomic disorders, repetitive motion injury (RMI), occupational overuse syndrome, repetitive strain injury (RSI), and other work-related physical disorders. Abbreviations include CTD, RSI, and RMI.

### **(b)(5) Record keeping.**

**(b)(5)(i)** The employer shall maintain an accurate record for each employee provided with (1) medical management, and (2) exposure records documenting ergonomic risk factors in accordance with 29CFR 1910.20

### **(b)(6) Program Evaluation.**

**(b)(6)(i)** The employer shall monitor the performance of the program.